

Pathfinder:

Diversity, Equity and Inclusion

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Introduction

The world is in a state of turmoil, it is the duty of librarians to ensure that the most vulnerable and underrepresented populations have a safe, welcoming space in which they have access to resources and information without affliction. At the forefront of librarianship is advocacy and education. The Bill of Rights, as presented by the American Library Association (2019) states that “a person’s right to use a library should not be denied or abridged because of origin, age, background or views.” The resources provided by this pathfinder will assist librarians looking to commit to equity, diversity, and inclusion (EDI) by including programming ideas, ways to increase workforce retention, and staying up to date on issues of social justice in their organizations.

Keywords

Keywords and controlled vocabulary help to link terms when conducting a search. The use of keywords is to define the field or research topic that may be covered by the article or resource. By entering the specific keywords related to equity, diversity, and inclusion (listed below), the researcher is communicating to the database, search engine, etc. that the resource must include the term. The results will then show the most relevant resources associated with the terms.

Keywords: Social Justice, Equity, Racial Inequities, Diversification, Multiculturalism, Diversity, Inclusion, Libraries

Subject Headings

Subject headings were created by the Library of Congress as a classification function used to collect, organize and disseminate information on a specific subject. These are words or phrases which represent a specific topic or concept and allow for consistent searching across catalogs and databases. Similar to keywords, subject headings link works related to the topic, with more

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specificity. A researcher looking to discover more information equity, diversity, and inclusion in the library would benefit from using the subject headings below.

Subject headings: Social justice, equity, racial inequities, oppressive systems, diversification, collection diversity, multiculturalism

Databases

The following databases will provide the researcher with access to library-specific information.

The collected data within these research platforms are easily accessed, organized, and controlled online. These searchable databases will provide information professionals across, public, school, and academic libraries with access to various documents, such as full-text and peer-reviewed materials, to keep them updated on topics from current trends -such as equity, diversity, and inclusion - to the history of information science.

Informed Librarian Online

<https://libproxy.usc.edu/login?url=http://www.informedlibrarian.com>

In an effort to keep information professionals up to date on current trends revolving around the field, Informed Librarian Online (ILO) provides professionals with monthly, up-to-date content. Each monthly issue is customizable to keep subscribers current on the topics of their choosing and provides direct links to the resources of the month, on their chosen topics. The website has a searchable database that links to over 300,000 documents – journals, magazines, newsletters, etc.- searches can be saved for future reference. ILO is perfect for library professionals seeking to keep up with specific trends in libraries, for all types, including academic libraries.

Gale Information Science and Library Issues Collection

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https://libproxy.usc.edu/login?url=http://infotrac.galegroup.com/itweb/usocal_main?db=PPIS

Gale OneFile: Information Science provides information professionals with access to scholarly articles and publications pertinent to library sciences. This database is updated daily to provide professionals with the most accurate and up-to-date information on library and information science. The Information Science and Library Issues Collection Database is ideal for information professionals seeking to stay up to date on topics revolving around infrastructure, publishing, and trending social issues in the library.

Library & Information Science Source

<https://libproxy.usc.edu/login?url=http://search.ebscohost.com/login.aspx?authtype=ip,uid&profile=ehost&defaultdb=lls>

The Library & Information Science Source database, as provided by EBSCO, provides hundreds of journals with information on subjects such as librarianship, classification, and issues affecting libraries and librarianship - that can date back to 1933. This database was developed by librarians and is ideal for academic libraries, public libraries, and individuals seeking full-text articles from more than 430 Library and Information Science journals, that will provide various aspects of the topic.

Library Science Database

<https://search-proquest-com.libproxy2.usc.edu/libraryscience/index?accountid=14749>

The Library Science Database, as provided by ProQuest, provides users with more than 150 top publications in the library and information science field. It was designed to complement ProQuest's authoritative Library & Information Science Abstracts database.

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This database provides resources from the 1970s to current and is ideal for librarians in all types of institutions seeking resources on a range of topics, from theoretical to applied library sciences.

Books and Chapters

The following books and chapters will provide researchers with information on equity, diversity, and inclusion from the past ten years. Hanna's chapter will provide guidance to those interested in adopting programming dedicated to this trend at their library. Jardine provides an interesting narrative for academic programs to include more cultural competencies. Neely & Lee, have compiled various papers dedicated to best practices that have been put in place to create a multicultural space for librarians and patrons.

Hanna, K. A., Cooper, M. M., & Crumrin, R. A. (2011). Introduction to diversity in academic libraries. *Diversity programming and outreach for academic libraries*. (pp 1-15).

Chandos Publishing. <https://doi-org.libproxy2.usc.edu/10.1016/B978-1-84334-635-7.50001-4>

This chapter defines diversity and outreach as a trend throughout academic libraries. Although it is seen through the demographics of Indiana University, the trend of diversity within academia extends to libraries in all the academic sectors. By promoting diversity, libraries foster awareness and understanding of the population they serve. Further, these libraries are creating a positive learning environment, abiding by the American Library Association, which has long been advocating for diversity both for the community it serves, as well as the staff it employs. This chapter will assist librarians in outreach and create a positive, diverse and equitable learning environment.

Jardine, F. (2016). The role of students in diversity and inclusion in library and information Science. In *Perspectives on Libraries as institutions of human rights and social justice* (Vol. 41, pp. 339-416). Emerald Group Publishing Limited.
<https://doi.org/10.1108/S0065-283020160000041016>

Graduate professionals must have cultural competencies in order to effectively interact with patrons; this requires a knowledge of equity, diversity, and inclusion. This chapter examines the benefits of embedding cultural competencies into higher education.

Whereupon leaving their program, graduate professionals will be equipped with the knowledge, attitude, and skills to provide equitable and inclusive services to the diverse population they serve. Through this chapter, educators will be able to explore activities that will improve EDI knowledge of graduate professionals entering the workforce.

Neely, T. & Lee-Smeltzer, K. -H. (2013). *Diversity now: People, collections and services in academic libraries*.

Routledge. <https://doi-org.libproxy2.usc.edu/10.4324/9780203725399>

This book provides several papers with an assessment on diversity integration in academic libraries and strategies to create a multicultural environment. Libraries can begin diversification with their workforce by creating retention strategies and professional developments for librarians of color, or who are otherwise underrepresented. Diversity integration as partnerships with various campus departments and organizations, as well as challenges that may be experienced working in a multicultural environment. This book proves beneficial for those seeking information beyond best practices for

creating a diverse library, by exploring models that have worked for the institutions in which they have been applied.

Journal Articles

Implementing equity, diversity, and inclusion into any workplace requires a strategic framework. As libraries are a central location on any university, they are an ideal location to execute this objective for faculty, staff, and the student body. The following articles, published within the last five years, will help library professionals at the academic level successfully implement these ideas into their organization with advocacy, initiative planning, and programming.

Edwards, J.B. (2015). Developing and implementing a diversity plan at your academic library.

Library Leadership & Management 30(2), A1-A11.

<http://libproxy.usc.edu/login?url=https://www-proquest-com.libproxy2.usc.edu/docview/1781337250?accountid=14749>

Planning for diversity initiatives is an important first step for creating a successful and diverse learning environment. Edwards' views on diversity as a global necessity begin at the academic level but are equally important for the larger community. Developing a plan should be created with the strategic framework of the library and the college's overall mission and vision. Allowing for seamless unity and directing efforts of faculty and staff in providing a more welcoming and inclusive space. This article will assist those librarians seeking guidance on developing diversity initiatives in their guidance.

Jaeger, C. (2015). The virtuous circle revisited: Injecting diversity, inclusion, rights, justice and equity in LIS from education to advocacy. *The Library Quarterly*, 85(2), 150-171.

<https://doi.org/10.1086/680154>

Jaeger observes the concept of connecting education with advocacy. By connecting the two ideas and coming full circle, academic libraries will be able to better facilitate and share best practices that will complement the exercise of education and professional focuses. With academic libraries playing a central role on university campuses, it is important that they support diversity in all areas, race/ethnicity, gender, and sexual orientation. This article provides librarians seeking guidance to incorporate virtuous circle practices to their academic libraries in which diversity and inclusion will be an integral commitment.

Kasten-Mutkus, K. (2020). Programming as pedagogy in the academic library. *Libraries and the Academy*, 20(3), 425-434. <https://doi.org/10.1353/pla.2020.0023>

Kasten-Mutkus explores library programming as a provision of enhancing an academic library's role in student success. As libraries serve a central role to academic institutions, they are an ideal place for programs to focus on diversity and inclusion. Increasing diversity programming that is of interest to the student body, will play an important role in the responsiveness and support of EDI. This will provide a forum for communication and will allow the library to extend its intellectual role to the campus community in a way that will complement and enhance a diverse and inclusive environment. This article will assist librarians looking to collaborate with the campus community to incorporate EDI programming.

Mallon, M. (2019). Diversity, equity and inclusion. *Public Services Quarterly*, 15(4), 319-325. [10.1080/15228959.2019.1664360](https://doi.org/10.1080/15228959.2019.1664360)

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Mallon's column in *Public Services Quarterly* serves as a starting point for librarians looking to adopt diverse and inclusive initiatives at their libraries. Mallon provides readers with recommendations, toolkits, guides for self-study and planning, as well as racial equity tools based on the Association of College & Research Libraries' commitment. This is a good point of reference for librarians seeking to enhance diversity, equity, and inclusion efforts.

Internet Sources

The Association of College & Research Libraries and the American Library Association are some of the most important, and well respected, associations for library professionals, as they provide core values and best practices for equity, diversity, and inclusion. American Libraries Magazine provides, current information on trends surrounding librarianship. This magazine, in addition to the association websites, will provide insight on approaches, alliances, and advocacies for librarians seeking innovative ways to implement this trend into their library.

Association of College & Research Libraries. (2020, November 16). *Equity, diversity and inclusion*. <https://acrl.libguides.com/EDI>

The Association of College & Research Libraries (ACRL) Equity, Diversity, and Inclusion webpage provide supporting resources on the core commitments of EDI, as provided by the ALA, aimed specifically toward academic and research libraries. The ACRL actively advocates for policy and legislation in conjunction with the ALA on important issues such as EDI to increase development in higher education. This website provides information on alliances and coalitions ACRL is working with for library leaders to easily access and share information on ideas, resources, and best practices that will help diversify libraries in an academic context.

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American Library Association. (2008, June 13). *Equity, diversity, and inclusion*.

<http://www.ala.org/advocacy/diversity>

The American Library Association (ALA) website on equity, diversity, and inclusion provides essential information as it pertains to this issue within libraries. From this website, the reader/user is able to locate the ALA policy on diversity, diversity in the workplace, programming to promote diversity, and much more. With this information, the audience will not only be introduced to this trend but will also incorporate ideas on how to further diversify their staff and incorporate programs to include the underserved populations. In addition to programming and workforce diversification, this website includes partnerships and initiatives the ALA is a part of; a good point of reference to help the readers find similar ones in their communities.

American Libraries Magazine. (2020, November 2). *Let them lead; in a new age of protest, teen Librarians support youth interests and activism*.

<https://americanlibrariesmagazine.org/2020/11/02/let-them-lead-teen-activism/>

With a new surge of Black Lives Matter demonstrations (BLM), in response to the death of George Floyd, libraries have used this moment to engage with teens around issues of importance to them. Libraries can help amplify their voices and build awareness in their communities about EDI. Beginning a dialogue with patrons can mark the beginning of programming created around social justice. While this article is aimed toward teen groups, there has been a surge of students at the academic level organizing peaceful demonstrations and opening Zoom dialogues in response to BLM. This article recommends turning to students to get the community started on social justice

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programming – this idea can be carried over to academic libraries. By working in conjunction with influential student organizations, libraries can help students speak up and speak out - furthering their EDI outreach to the campus community.